



A Great Workforce, Getting Better.

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WASHINGTON
WORKS WEBSITE!**

[washingtonworks.wa.gov](http://www.washingtonworks.wa.gov)
for information on the
effort to make the state's
first-class workforce even
better.

Keep up with the latest
developments in the
current issue of the
Washington Works
newsletter, *In the Works*.

www.washingtonworks.wa.gov

The link to the latest in personnel system reform

A lot has been happening to reform the state government personnel system. Employees of state agencies and public colleges and universities have been attending information meetings all across the state on the effort to overhaul the 40-year-old state employment system.

“Think of this initiative as a three-legged stool, with civil service reform, collective bargaining and competitive contracting supporting a higher level of state service and efficiency for Washington citizens,” said Governor Locke.

“We’re calling the whole effort Washington Works because we are confident it will make our great workforce even better.”

The Personnel System Reform Act of 2002 ties together the interests of state managers, labor and business in changing the existing state employment system to make it more effective and more fair, while providing new opportunities for improving the way the state does business.

Civil service reform will completely revamp the system for job classification, layoffs and recruitment.

Collective bargaining gives state employees represented by unions the same rights as other union workers to negotiate for wages, hours and terms of employment.

Competitive contracting allows the state to contract for services, but the law also gives state employee groups the opportunity to compete for those contracts.

In order to support these changes, the state is also replacing the outdated personnel/payroll computer system with a modern human resource management system.

